

THE
**FUTURE
OF
AMERICA'S
NATIONAL
PARKS**

First Annual
Centennial Strategy for

Springfield Armory National Historic Site

August 2007

CENTENNIAL INITIATIVE



Site: SPAR

Year: 2007

Vision Statement

Our vision for Springfield Armory National Historic Site of 2016 encompasses many improvements for the protection and preservation of the resources, setting examples in environmental leadership, increasing recreational opportunities, expanding educational programs, and fostering high levels of professional excellence to prepare us for the future. We will communicate and collaborate through active civic engagement with all our traditional and non-traditional communities, partners, volunteers and citizens to achieve our vision to:

- enhance our stewardship, preservation and protection of the historic site by working with our community, partners, local and state governments to develop and maintain a well signed, managed and accessible historic cultural landscape in our urban setting,
- rededicate our efforts in our day to day operations through recycling and use of environmentally friendly products and practices to serve as an example of environmental leadership for our community,
- increase recreational opportunities and development of connections to our resources for diverse communities as part of our 21st Century Relevancy initiative through outreach to non-traditional communities and access to our buildings, grounds and programs,
- cooperate with surrounding educational institutions to educate our on-site and cyber visitors of all ages utilizing new technologies to inspire them about their National Parks, develop connections to our sites, and instill a sense of communal responsibility and stewardship for all these national resources,
- develop passion in our staff for professional excellence and stewardship of these resources through promoting a safe and healthy work environment, recruiting talent reflecting the faces of our community, utilizing new technologies and our partnership with Springfield Technical Community College to provide professional development that fosters cooperation, collaboration and partnerships with our community and constituents from all backgrounds to further our goals.

Through our vision for 2016, Springfield Armory NHS will be an easily recognized National Park Service site of high standards, accessible to all through new technologies, with facilities and programs that invite the diverse populations of our community to develop connections with our resources in ways that will instill curiosity, awe, pride and stewardship to protect these resources for generations to come.

Park/ Superintendent/ Program Manager

Michael Quijano-West, Superintendent

Site: SPAR

STEWARDSHIP

☒ Provide inspiring, safe, and accessible places for people to enjoy - the standard to which all other park systems aspire.

☒ Other Park/ Program performance goal(s)

Redesign the main entrance to the Armory, to accomodate wheelchair access.
Develop an accessibility program for the entire site.

☐ The work described currently is supported by OFS and/ or PMIS

Site: SPAR

STEWARDSHIP

☒ Improve the condition of park resources and assets.

☒ Rehabilitate high-priority historic buildings to good condition, and help communities to preserve their history through programs like Preserve America.

Rehabilitate the exterior of the Armory Building. Rehabilitate the interior and exterior of Qtrs. 1.

☒ The work described currently is supported by OFS and/ or PMIS

Site: SPAR

STEWARDSHIP

☒ Set the standard of excellence in urban park landscape design and maintenance.

☒ Other Park/ Program performance goal(s)

Improve the maintenance and appearance of the Armory cultural landscape and grounds, which is vital as an urban park unit and neighbor in the City of Springfield.

☒ The work described currently is supported by OFS and/ or PMIS

Site: SPAR

ENVIRONMENT

☒ Reduce environmental impacts of park operations.

☒ Other Park/ Program performance goal(s)

Institute the use of environmentally friendly products and establish a park wide recycling program.

☐ The work described currently is supported by OFS and/ or PMIS

Site: SPAR

ENVIRONMENT

☒ Engage partners, communities, and visitors in shared environmental stewardship.

☒ Other Park/ Program performance goal(s)

Convert all heavy equipment and park vehicles to alternative or bio fuels.

☐ The work described currently is supported by OFS and/ or PMIS

Site: SPAR

RECREATION

☒ Encourage collaboration among and assist park and recreation systems at every level—federal, regional, state, local—to help build an outdoor recreation network accessible to all Americans.

☒ Other Park/ Program performance goal(s)

Collaborate with state and local park systems to promote and support annual programs and provide mutual assistance.

☐ The work described currently is supported by OFS and/ or PMIS

Site: SPAR

RECREATION

☒ Expand partnerships with schools and boys and girls associations to show how national park experiences can improve children's lives.

☒ Other Park/ Program performance goal(s)

Work with the Americorps-Vista program to reach out to low income minority groups and develop an on-site Amachi mentoring program for low income, minority children of incarcerated parents.

☐ The work described currently is supported by OFS and/ or PMIS

Site: SPAR

RECREATION

☒ Focus national, regional, and local tourism efforts to reach diverse audiences and young people and to attract visitors to lesser-known parks.

☒ Other Park/ Program performance goal(s)

Partner with local museums and recreational institutions to better promote the site and work with local and state governments, institutions and businesses to develop on new site programs to attract youth and diverse populations.

☐ The work described currently is supported by OFS and/ or PMIS

Site: SPAR

EDUCATION

☒ Cooperate with educators to provide curriculum materials, high-quality programs, and park-based and online learning.

☒ Other Park/ Program performance goal(s)

Complete Parks as Classrooms initiative to develop various period specific on-line web sites for curriculum based learning.

☐ The work described currently is supported by OFS and/ or PMIS

Site: SPAR

EDUCATION

☒ Introduce young people and their families to national parks by using exciting media and technology.

☒ Increase the number of web hits through the introduction of advanced, interactive features that attract young people to national parks.

Continue expansion of web site based archive access. Work with vendor to evaluate and design improvements to make use of this site friendly to the public.

☐ The work described currently is supported by OFS and/ or PMIS

Site: SPAR

EDUCATION

☒ Impart to every American a sense of their citizen ownership of their national parks.

☒ Increase visitors' satisfaction, understanding, and appreciation of the parks they visit.

Install armed services and historic period flags throughout museum and design a site bulletin to provide information to visitors on each of the flags.

☐ The work described currently is supported by OFS and/ or PMIS

Site: SPAR

PROFESSIONALISM

☒ Be one of the top 10 places to work in America.

☒ Meet 100 percent of diversity recruitment goals by employing people who reflect the face of America.

Recruit, hire and retain employees reflecting the diversity of the community for 2008 seasonal positions and all future vacancies.

☐ The work described currently is supported by OFS and/ or PMIS

☒ Attain the highest employee satisfaction rate of all federal agencies, as measured by Office of Personnel Management surveys.

Create professional work spaces, using the best available technology and provide training through a variety of media to increase employee professionalism and satisfaction.

☐ The work described currently is supported by OFS and/ or PMIS

Site: SPAR

PROFESSIONALISM

☒ Use strategic planning to promote management excellence.

☒ Other Park/ Program performance goal(s)

Complete CORE Ops, position management plans and recruitment plans to develop a culture that invites recruitment of students for STEP and SCEP positions to bring in new ideas and assist us with developing professional staff to fill upcoming vacancies from retirements.

☐ The work described currently is supported by OFS and/ or PMIS

Site: SPAR

PROFESSIONALISM

☒ Promote a safety and health culture for all employees and visitors.

☒ Other Park/ Program performance goal(s)

Develop an employee health and safety program and performance standards that support a zero tolerance for employee accidents from the ground up.

☐ The work described currently is supported by OFS and/ or PMIS

Site: SPAR

PROFESSIONALISM

☒ Model what it means to work in partnership.

☒ Other Park/ Program performance goal(s)

Increase park programs and participation in partner's programs with Springfield Technical Community College, Friends of the Springfield Armory Museum and the City of Springfield.

☐ The work described currently is supported by OFS and/ or PMIS